

NASA Facts

National Aeronautics and
Space Administration

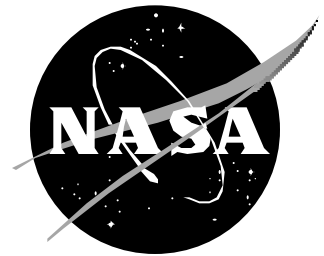
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Equal Opportunity Programs

Making the Benefits of Discovery Available to All

NASA Reflects the Face of America

NASA's goal is to create an ideal multicultural environment that reflects the nation's diversity and makes the Agency's scientific and engineering accomplishments accessible to all Americans.

Major Programs

- Equal Opportunity and Diversity—NASA is a leader in providing equity and diversity in mathematics, science and engineering occupational fields historically having low participation rates by women and minorities and individuals with disabilities.
- Multicultural Education—NASA develops, utilizes and deploys a variety of training curricula for enhancing the ability of managers, supervisors and employees to increase and manage diversity in the workplace.
- Minority University Research and Education—NASA is a leader in working to strengthen the capacity of Historically Black Colleges and Universities, Hispanic serving institutions, and tribal colleges to provide quality education.
- Minority Student Education—NASA is finding ways to build close relationships with institutions of higher learning having significant minority enrollments to increase the number of individuals from underrepresented groups in the pool of graduate researchers.

Program Achievements

- NASA developed and approved an Agencywide Equal Opportunity and Diversity Management Plan in 1994.
- About one-fourth (23 percent) of senior managers reporting to the Administrator are women and/or minorities.
- The representation of women and minorities has increased from 39.5 percent to 43 percent since April 1992.
 - minorities employed by NASA increased from 16.5 percent to 19.9 percent
 - women and minorities in the Senior Executive Service increased from (53) 9.2 percent to (90) 22 percent
- NASA funded 7 Historically Black Colleges and Universities Minority Research Centers (broad-based competitive research capability); awarded 6 Institutional Research Awards (to strengthen research infrastructure) to Other Minority Universities; implemented a plan to strengthen educational excellence for Hispanics; and funded the American Indian Science and Technology Education consortium in 1994.
- The Agency supported 165 minority principal investigators in 1994 to increase the diversity in the NASA research community.

Accomplishments and Plans

- At the end of FY 1996, NASA's investment in Historically Black Colleges and Universities and Other Minority Universities totaled \$73 million.
- In 1996, NASA awarded 184 resident and education grants to 36 Historically Black Colleges and Universities and 99 resident and education grants to 24 Other Minority Universities, including Hispanic serving institutions and tribal colleges and universities, including the American Indian Science and Technology Education Consortium.
- More than 480 college-level and 45,500 pre-college students were reached through NASA's minority university programs in fiscal year 1996.
- More than 98 technical personnel from across the Agency were involved in on-site reviews, informational forums and in providing on-site research activities for faculty and students from Historically Black Colleges and Universities and Other Minority Universities at NASA Installations and the Jet Propulsion Laboratory.

Future Activities

- Outreach: NASA will share information about its missions and contracting opportunities and promote participation in NASA-sponsored research careers.
- New Competitive Process: NASA will deploy new competitive processes such as the Historically Black Colleges and Universities Principal Investigator Award and the Institutional Research Awards for Other Minority Universities
- Integration of the Senior Executive Service: NASA will include significant numbers of women, African Americans, Hispanics, Asian/Pacific Islanders, Native Americans and individuals with disabilities in the Agency's Senior Executive Service Career Development Program.
- Multicultural Education: NASA will promote diversity and multicultural education in the workplace.
- Equal Opportunity Training: NASA will train managers to supervise, motivate and develop culturally diverse employees and foster a more cooperative and collaborative environment, one that values diversity.
- Individuals with Disabilities: NASA is developing a High School-High Tech Initiative to provide students with disabilities exposure to science, engineering and technology-related careers.